

Mercer Learning 2021 Singapore Virtual Workshops

Total Rewards Strategy: **Mercer Rewards, Tools and Methodologies**

With knowledge as the new currency of the future, Mercer's Total Rewards Strategy Certification is designed to offer courses that will support HR professionals, Compensation and Total Rewards Strategy specialists create a learning pathway that will build their capabilities, drive career development and add value to their organization.

With relevant trends and data insights, participants will navigate the different rewards strategies. Learn practical tools and techniques that will help them in their role to support the business develop and implement strategies, manage and reward performance and take a holistic approach to optimize rewards strategy.

Mercer Total Rewards Strategy Certification (TRSC)

Building capabilities and critical skills for the new shape of work

Basic level certification

Workshop 1

Building the Fundamentals of Compensation

Workshop 2

Mercer's International Position Evaluation (IPE) Methodology

Workshop 3

Microsoft Excel for Compensation Management

Workshop 4

Getting Started with HR Analytics

Intermediate level certification

Workshop 1

Pay for Performance: Designing Salary Increment Matrix

Workshop 2

Pay for Position: Design Grades and Salary Structure

Workshop 3

Pay for Performance: Short-term Incentives & Variable Pay Design

Workshop 4

Pay for Performance: Sales Incentive Plan Design

Workshop 5

Working with Real World HR Data

Advanced level certification

Workshop 1

Advanced Total Rewards Strategy

Workshop 2

Advanced Job Evaluation

Workshop 3

Predictive Modelling

Why mercer's total rewards strategy certification?

- Strengthen your skills and broaden your reach as a Total Rewards expert
- Mercer's compensation workshops are certified by WorldatWork

Discount Offer

Register one seat for each of the 12 workshops* and pay only SGD7,098 (+7% GST). Save up to SGD1,252.

Click here to register

**Companies can assign purchased seats to different participants.*

Mercer Total Rewards Strategy Series

Programme 1 : Basic Level Certification

This programme provides an all-round understanding of compensation philosophy, strategy and rewards elements. Learn about Mercer's International Position Evaluation (IPE) methodology and its application. We will also look at how to leverage data to manage compensation effectively. And we will provide you with practical tools and techniques on how to use MS Excel to manage day to day HR data analysis and reports efficiently.

01 Building the Fundamentals of Compensation

25-26Mar / 29-30Jul / 23-24Sep - S\$650 + 7% GST •

Total Rewards Framework and Pay philosophy

- Key principles for organizing and structuring compensation elements
- Overview of 3P Compensation concept - Pay for Position, Person & Performance
- Understanding of basic compensation terminologies and how to use survey data
- Compensation Analysis and Review
- Focus on Pay for Position – Overview on Job evaluation, Grade design and Pay Structure Design
- Implementation guidelines

02 Mercer's International Position Evaluation (IPE) Methodology

18-19Mar / 10-11Jun / 12-13Aug / 14-15Oct
S\$700 + 7% GST

- Understand the differences between a role and a job
- Learn the steps to role analysis
- Fundamentals of job evaluation & principles of conducting evaluation interviews
- Science of structure & Mercer's point of view on future of job evaluation
- Application of organization sizing & impact on job evaluation outcomes
- Detailed understanding of Mercer IPE methodology
- Practice exercise of conducting evaluation across all 5 factors & 13 dimensions of IPE
- Overview on applications of job evaluation across HR & organizational processes

03 Microsoft Excel for Compensation Management

19-20 Aug - S\$650 + 7% GST

In the era of big data, MS Excel is one of the key tools for different types of analysis. Mercer's Excel workshop was specifically designed with HR professionals in mind. In this workshop, you will develop skills on how to manage HR data efficiently and perform various calculations with ease and confidence.

- Compile and analyze Compensation and Benefits data from multiple sources
- Determine salary mid-point by data regression, minimum and maximum of salary ranges and pay adjustment
- Algorithm, logical and text operations, sorting and filtering, charts and lookup functions in MS Excel

04 Getting Started with Analytics

6-7 May - S\$700 + 7% GST

Learn the scope of HR analytics and how it benefits the organization. We will walk you through a road map for effectively leveraging metrics and analytics in your organization. Focusing on interpretation, deriving solutions and/or actionable insights from data, you will learn about data visualisation and how to tell a story with data.

All details are correct at the time of publishing. Mercer reserves the right to change or cancel any part of its published workshop due to unforeseen circumstances.

Programme Discount

Register for the complete Basic Level Certification Programme and receive up to 10% discount and pay only SGD2,430 + 7% GST.

Mercer Total Rewards Strategy Series

Programme 2 : Intermediate Level Certification

In today's competitive and volatile business environment, the Human Resource function is called upon to make competitive salary decisions. Compensation strategy is more than paying your employees. In this series, participants will learn how to design and implement a scalable compensation programme that is suitable for the organization's specific needs. Whether developing a compensation framework, designing salary grades and structure, identifying the ideal mix of rewards, and selecting the right performance measures, our intermediate workshops are designed to help you gain the knowledge you need to design and implement a rewards programme that is tailor-made for your organization.

01 Pay for Performance: Designing Salary Increment Matrix

24-25 Jun / 7-8 Oct - S\$650 + 7% GST

How do we update our compensation plan? Do you look internally or externally? Understand the objectives and rationale for conducting analysis and updates of compensation plans. And learn insights into the tools and data requirements. Understand Mercer's approach and process for measuring external competitiveness, internal equity and the relationships between performance and compensation. We will look at the implications of the measurement findings for making changes in the compensation strategy, policies, programmes and actions.

02 Pay for Position: Design Grades and Salary Structure

15-16Apr / 17-18Jun / 16-17Sep - S\$650 + 7% GST

Hands-on practical skills needed to perform actual salary structure design by looking at the market data, internal progression requirements as well as grades. This workshop is designed to supplement theoretical and technical knowledge of grade levelling, salary structure design and addressing challenges in implementing pay ranges across levels for attracting and retaining the modern workforce.

03 Pay for Performance: Short-term Incentives and Variable Pay Design

29-30 Apr - S\$650 + 7% GST

- The purpose and context of variable pay and pay-mix
- Applying basic short-term incentive design principles to your organization, and calibration of results to rewards
- What are key performance considerations
- Reviewing the returns on the incentive spend

04 Pay for Performance: Sales Incentive Plan Design

22-23 Jul - S\$650 + 7% GST

- Analysis of sales role and how to determine if they should participate in the sales incentive plan
- Setting of target pay levels, determination of mix between fixed and variable pay and establishing upside earning opportunities
- Selection of right performance measures

05 Working with Real World HR Data

26-27 Aug - S\$700 + 7% GST

Learn about various tools and software that can help you facilitate data analysis. Experience working with real life data and learn how to transform data into usable format before conducting any analysis. Understand the different forms of textual data in Human Resources and basics sentiment analysis.

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Programme Discount

Register for the complete Intermediate Level Certification Programme and receive up to 10% discount and pay only SGD2,970 + 7% GST.

Mercer Total Rewards Strategy Series

Programme 3 : Advanced Level Certification

Mercer defines Total Rewards as a holistic value proposition that an organization provides to its employees. Employee remuneration is now being discussed in terms not only of pay and allowances but also of non-cash benefits, career development and work-life balance. In this series, we will cover the latest workforce trends for rewarding employees and how you can be prepared to design a holistic approach to Total Rewards. You will learn how to design a rewards plan through a multi-perspective and data-driven approach.

01 Advanced Total Rewards Strategy

28-29 Oct - S\$700 + 7% GST

Framework and Guiding Principles for Total Rewards Strategy

- Understanding the need of designing a Total Rewards structure in view of workforce of the future
- Connecting Total Rewards strategy with organizational strategy
- Learn to develop an effective Total Rewards strategy for the diverse and segmented employee workforce
- Reviewing different components of Total Reward

Design of Total Rewards Vehicles, Implementation and Communication

- Vehicles of Total Rewards structure
- Mercer's approach for Total Rewards program implementation
- Effective communication of Total Rewards programs
- Practical case studies and exercises across implementing Total Rewards components that fits in your culture

02 Advanced Job Evaluation

25-26 Nov - S\$700 + 7% GST

Job evaluation drives a broader organization objectives from talent development, organization design, compensation framework design, performance management framework. This workshop aims at providing perspectives on various applications of job evaluation using Mercer's IPE, including how to calibrate jobs, create job matrix, market benchmarking, design internal grade levels, title frameworks, link to reward program design, etc.

The focus shall be to equip you to apply the IPE methodology as a foundation for the HR interventions in your organization and help you through case studies and group discussions.

Note: This is an advanced level and a basic understanding of job evaluation and Mercer's Position International Evaluation system (IPE factors & dimensions) is required.

03 Predictive Modelling

9-10 Sep - SGD950 + 7% GST

Get introduced to predictive modelling and appreciate its value in today's HR. Understand the principles of predictive modelling and how you can get started. Learn the different types of modelling techniques and their applications, how to evaluate a predictive model and understand the use of models in predicting the future.

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Programme Discount

Register for the complete Advanced Level Certification Programme and receive up to 10% discount and pay only SGD2,115 + 7% GST.

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